



## REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 3/9/18	<u>Interviewer:</u> L.K. Langley	<b>RFA #18 – 31</b>
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED], student		

To the best of your knowledge, please fill out the following:

Interviewee Status:    Male ☐ Female ☒    Administrator ☐    Faculty ☐    Staff ☐    Student ☒  
 Concern Regarding:    Male ☒ Female ☐    Administrator ☐    Faculty ☐    Staff ☐    Student ☐

**Category:** *(Please check at least one)*

- |   |  |   |                                     |  |
|---|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age            | <input type="checkbox"/> Color             | <input type="checkbox"/> Creed              | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status      |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin   | <input type="checkbox"/> Race               | <input type="checkbox"/> Religion   | <input type="checkbox"/> Retaliation         |
| <input type="checkbox"/> Sex/Gender     | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
- X Gender Identity or Expression

Time Line		
Date	Item	Comments
3/9/18	Bias Form [REDACTED] is sent to EO inbox	In file. Raising concern about student who repeatedly and intentionally fails to use the correct pronouns when speaking about a faculty member.
3/12/18	Langley t/c to [REDACTED]	<p>Langley called [REDACTED] to let her know that the EO Office received her Bias Incident Report Form [REDACTED] said that during the conversation described in the Report Form, [REDACTED] made clear he was intentionally using the wrong pronouns for the professor. [REDACTED] said [REDACTED] was pointing and saying "that's a woman" repeatedly and was aggressive in his body language. Approximately 10 students were a part of the group where this conversation was happening. There is no indication that the comments were directed to the professor.</p> <p>Langley explained to [REDACTED] their plan to call [REDACTED] and ask him to meet with Langley, at which time Langley would talk with [REDACTED] about why such behavior is not appropriate and is hurtful. [REDACTED] has no concerns about Langley having a conversation with [REDACTED] she is comfortable with her name being used, although Langley said they will not mention her by name.</p>

3/15/18, 4:52 p.m.	Langley t/c and left voicemail for [REDACTED]	Langley left voicemail asking [REDACTED] to please call and schedule a time to meet with Langley tomorrow or next week.
3/16/18 a.m.	[REDACTED] came to EO Office	Based on call received yesterday, [REDACTED] came to the EO Office. He asked what it is regarding. Langley explained that a student raised a concern about some language he was using in a class, and that it is not a complaint but is an opportunity for educational conversation. Langley declined to answer [REDACTED] question about who raised the concern. Hailey scheduled for Langley and [REDACTED] to meet on Monday morning.
3/19/18, 10:30 a.m.	Langley and [REDACTED] meeting	Langley began by telling [REDACTED] that a student had raised a concern to the EO Office. [REDACTED] indicated that he knew what it was about. Langley talked about the importance of respecting people by using the pronouns they ask one to use for them. [REDACTED] insisted that the professor is a woman and that this "truth" cannot be changed, referring to chromosomal sex and biology. Langley offered that sex and gender are actually much more complicated than that, which [REDACTED] firmly disagreed with. [REDACTED] said he has a first amendment right to use the pronouns he wants to use for people, which are "truth." He also said he will use the name a person uses, but that is different from pronouns. Langley told [REDACTED] that using the wrong pronouns for someone on purpose can be a violation of Western's non-discrimination policy, and in educational contexts, could violate the law. Langley distinguished for [REDACTED] his right to say things in his private life and outside of educational environments, versus what is expected in class. Langley stated that First Amendment rights are not limitless. Langley also stated that every person knows best who they are, including in regards to gender. In response to [REDACTED] stating that he was not trying to be rude or hurtful, Langley discussed intent v. impact. Langley attempted to hand [REDACTED] a copy of the University Policy on Ensuring Equal Opportunity and Prohibiting Discrimination and Harassment, which [REDACTED] would not take.